



Tuag at Ragoriaeth
Towards Excellence

Rhaglen Datblygu Arweinyddiaeth *Leadership Development Programme*

Rhys Howard Hughes

Cyfarwyddwr Cynorthwyol
GwE

Assistant Director



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Y sefyllfa ym mis Medi 2014

- ▶ Amrywiaeth ac anghysondeb parthed y cyfleoedd datblygu arweinyddol a ddarparwyd ar draws y Rhanbarth
- ▶ Rhaglenni effeithiol parthed datblygu rheolwyr canol yn weithredol mewn rhai Awdurdodau
- ▶ Dim digon o raglenni datblygu arweinyddol ar gael ar gyfer ymarferwyr ar draws y Rhanbarth

The situation in September 2014

- Diversity and inconsistency regarding the leadership development opportunities provided across the Region
- Effective programs regarding the development of middle leaders operating in some Authorities
- Insufficient leadership development programs available for practitioners across the Region



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Yr Heriau

- ▶ Angen sicrhau cysondeb parthed datblygiadau arweinyddiaeth ar draws y Rhanbarth
- ▶ Angen darparu **Rhaglen Datblygu Arweinyddiaeth (RhDA)** amrywiol ac effeithiol ar gyfer ymarferwyr ym mhob sector
- ▶ Angen sicrhau bod RhDA GwE yn cydfynd ag elfennau allweddol **Y Llwybr Datblygu Arweinyddiaeth**
- ▶ Angen sicrhau bod RhDA GwE yn ateb gofynion Amcan 4 **Cymwys Am Oes** gan barhau i ddatblygu y meddylfryd o greu **system sydd yn hunan wella**

The Challenges

- Need to ensure consistency regarding leadership development across the Region
- Need to provide a varied and effective **Leadership Development Programme (LDP)** for practitioners in all sectors
- Need to ensure that the GwE LDP matches key elements of the **Leadership Development Pathway**
- Need to ensure that the GwE LDP meets the requirements of **Qualified For Life** - Objective 4 - and continues to develop the mindset of a **self improving school system**



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Y Cyfleoedd

- ▶ Creu RhDA amwrywiol ac effeithiol ar gyfer ymarferwyr ym mhob sector ar draws y Rhanbarth
- ▶ Manteisio ar **Raglen Ysgolion Cyd-Arweiniol GwE (RhYCA)** er mwyn darparu DPP effeithiol ar y cyd gydag ysgolion
- ▶ Sicrhau bod RhDA GwE ar gael yn flynyddol fel rhan o Raglen Datblygu GwE
- ▶ Sicrhau bod RhDA GwE yn diwallu anghenion ysgolion ac ymarferwyr y Rhanbarth drwy sicrhau bod prif nod **Cymwys Am Oes** yn cael ei fodloni.

The Opportunities

- Create a varied and effective LDP for practitioners in all sectors across the Region
- Take advantage of the **GwE Co-Leading Schools Programme (CLS)** in order to provide effective CPD in collaboration with schools
- Ensure that the GwE LDP is available annually as part of the GwE Development Programme
- Ensure that the GwE LDP meets the needs of the schools and the practitioners in Region by ensuring that the main aim **Qualified For Life** is met



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Y Sefyllfa Gyfredol

Cam 1 o RhDA GwE yn weithredol:

- ▶ **Rhaglen Datblygu Arweinyddiaeth Ganol (RhDAG)**
- ▶ CPCP
- ▶ Rhaglen Datblygu Penaethaid Newydd (RhDPN)
- ▶ Rhaglen Datblygu Penaethiaid Profiadol (RhDPP) – Mehefin 2015
- ▶ Cynhadledd Cenedlaethol ar gyfer Penaethiaid Gweithredol
- ▶ Rhaglen Datblygu Ymgynghorwyr Her (RhDYH) – Ebrill 2015

Y Sefyllfa ym mis Medi 2015

Cam 2 o RhDA GwE yn weithredol:

- ▶ Rhaglen Datblygu Arweinwyr (RhDA)
- ▶ Diploma Mewn Arweinyddiaeth – ilm lefel 5

The Current Situation

Phase 1 of the GwE LDP operational:

- **Middle Leadership Development Programme (MLDP)**
- NPQH
- New Headteacher Development Programme (NHDP)
- Experienced Headteacher Development Programme (EHDP) – June 2015
- National Conference for Executive Headteachers
- Challenge Adviser Development Programme (ChADP) – April 2015

The Situation in September 2015

Phase 2 of the GwE LDP operational:

- Developing Leaders Programme (DLP)
- Management Diploma – ilm level 5



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Rhaglen Datblygu
Arweinyddiaeth
GwE
*Leadership Development
Programme*





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PDP {Pedagogy Development Programme - Leading Learning & Teaching}	DLP {Developing Leaders Programme}	MLDP {Middle Leadership Development Programme} £750 A B C	SLDP {Senior Leadership Development Programme}	NPQH {National Professional Qualification for Headship}	NHDP {New Headteacher Development Programme}	EHDP {Experienced Headteacher Development Programme}	ExecutiveHDP {Executive Headteacher Development Programme}	ChADP {Challenge Adviser Development Programme}
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University

{ilm Level 7}

(Masters)

Bangor & Glyndwr



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Rhaglen Datblygu
Cefnogaeth
GwE
*Support Development
Programme*





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CALU {Cynorthwy-ydd Addysgu Lefel Uwch}	ANG {Athrawon Newydd Gymhwyso}	Llythrennedd	Rhifedd	Cyfnod Sylfaen	GAD	PMG	Cam 1 Cur. Diwygiedig	TGAU	BAC	Cymedroli / Aesu	TGCh	ITM	Ath. Llanw	PLPS
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HLTA {Higher Level Teaching Assistants}	NQT {Newly Qualified Teachers}	Literacy	Numeracy	Foundation Phase	PDG	LAC	Stage 1 – Revised Curriculum	GCSE	BAC	Moderation / Assessment	ICT	MFL	Supply Teachers	PLPS
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Cymwys Am Oes

Arweinwyr addysg ar bob lefel yn cydweithio mewn **system hunan-wella**, gan helpu a herio eu gilydd er mwyn codi safonau ym mhob ysgol

Qualified For Life

*Leaders of education at every level working together in a **self-improving system**, providing mutual support and challenge to raise standards in all schools.*





GwEGogledd.Cymru